



## Purpose & Summary

This report serves to give an update of progress on the initiatives supporting the Department of Corrections (DOC) strategic plan. We will continue to conduct periodic reviews to make sure the projects are progressing as anticipated, and our resources are being used effectively. The information provided in this report is based on tracking the progress of each initiative against their project milestones. We have included charts and tables to highlight the progress and distribution of the initiatives.

As of October 31, 2021:

- There are 28 initiatives for focus this fiscal year. Fifteen are in the implementation phase, and the remaining 13 are in the recommendation phase.
- Approximately 90% of the initiatives are in progress.
- The Financial Training initiative for staff with purchasing authority has reverted from charter to planning phase pending changes with the focus and an executive review.
- CO I application decreased by 23% from September.
- For more on the status of the FY2022 initiatives, see the initiative highlights below.
- Also included are initiatives that have completed the recommendation phase on a previous placemat and are pending implementation.

## Statistics & Analysis

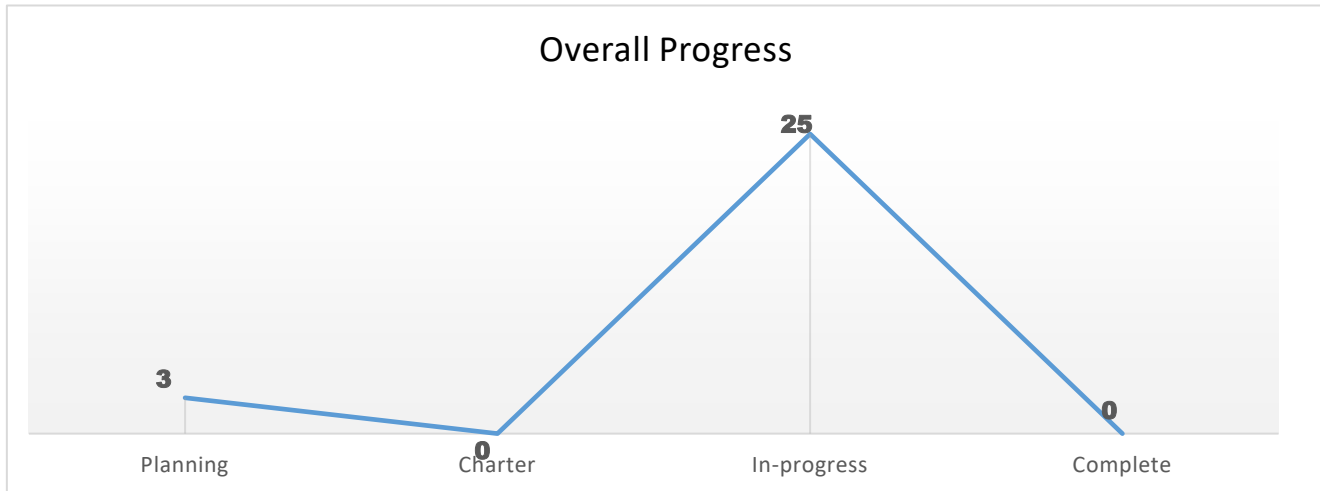
The 28 initiatives for focus in FY2022 are divided among the placemat themes as follows: Nine (9) under safer work environment, 13 under improving workforce, and six (6) are under reducing risk and recidivism. The table below shows how they are progressing by theme. The majority of the initiatives are in progress for initiatives under the safer work environment and improving workforce themes, and all of those under the risk and recidivism theme.

**Table 1: FY22 Progress of Strategic Plan Projects by Theme**

Placemat Themes	Initiative Status			
	Complete	In-progress	Charter	Planning
Safer Work Environment (9)	0%	78%	0%	22%
Improving Workforce (13)	0%	92%	0%	8%
Reducing Risk & Recidivism (6)	0%	100%	0%	0%



**Figure 1: Progress of Strategic Plan Initiatives by Status**



The 28 division led projects are currently in the following statuses: 25 are in-progress (89%), and three (3) are in planning (11%)

**Table 2: Project Status by Division Responsibility**

Progress and Assignment By Division						
Status	Overall	OOD	P&P	DORS	DAI	DHS
Complete (Recommendations)	0	0	0	0	0	0
In-Progress	25	3	1	4	4	13
Charter	0	0	0	0	0	0
Planning	3	0	0	0	1	2
Total Initiatives	28	3	1	4	5	15

Of the 28 initiatives, three (3) have been assigned to the Office of the Director (OOD) and one (1) to Probation and Parole (P&P). The Division of Offender Rehabilitation Services (DORS) has been assigned four (4), five (5) to the Division of Adult Institutions (DAI) and 15 to the Division of Human Services (DHS).



## FY2022 Initiative Highlights as of October 31, 2021

### 11.101 - Staffing Pattern & Shift Analysis

Moved to implementation

- Analysis completed on this initiative and planning for implementation.

### 11.113 - Develop MOCIS Enhancement Prioritization

Not started

### 11.208 - Improved External Classification System

Off track – with plan to rectify

- Exception/override list is approved by DAI Executive Team.
- Decision Support to complete additional data analysis.

### 11.209 - Improved Internal Classification System

Not started

### 11.212 - Transition to Electronic Files to Support Information Access

Off track – with plan to rectify

- The final report is complete.
- The team is working on a business plan to present to OA for consideration.

### 11.215 - Perimeter Detection Fence

On track

- The fencing is complete at these six (6) facilities: ERDCC, SECC, SCCC, FRDC, JCCC and PCC.
- Cabling installed at WMCC, WERDCC, MECC, ACC, OCC, and MTC.
  - Waiting on WERDCC and MTC to finish conduit run to schedule/complete the commissioning.
  - OCC is powered up as of October 19, 2021.
  - First commissioning scheduled for WMCC (12/03), MECC (12/09), and MTC (11/18).
- Delays on materials are being experienced, which are slowing down the process. The same chip shortage impacting vehicles is also impacting some components of these systems. BCC material was ordered on September 1<sup>st</sup>, but due to delivery delays their expected completion is November 28, 2021.
- Materials have been ordered for the remaining facilities as of October 18, 2021.



## 12.101 - MOCIS Phase 1

Off track - with plan to rectify

- The teams continue to work with ITSD on the development of business use and test cases for the various modules to reach 100% completion before the Contract Termination.
- MOCIS Solution Vendor (IRG) submitted system migrates on October 21, 2021. The primary team continues to help ITSD with testing.
- Primary Team is initializing testing of MOCIS by comparing the application in Internet Explorer (IE) to Chrome. This is due to the loss of support for IE in 2022 and the emergent need for the application to run on supported browsers.
- The Ftrack training module was recently uploaded to DOCOTA for review.
- The MOCIS FAQ information gathering from the MOCIS Primary Team and Implementation Teams continues.

## 12.104 - Automated Time Keeping System for DAI

Off track – with plan to rectify

- The team is working on importing data from SAMII in order to enter the last two (2) weeks of June leave slips. This will help to ensure all the configurations are correct before the pilot starts and allow the team to test importing a payroll sheet from TCP to SAMII.
- Preparation is being made for a pilot at one of the facilities. Work is being done to configure the system that staff will use for the pilot.

## 12.307 - Develop System for Virtual Training – LMS

In Implementation

- Non-compliance letters have been submitted
- Demonstration for remaining compliant vendor held on October 8, 2021.
- A contract has been awarded.

## 21.202 - Develop On-Boarding for Supervisory Positions

Off track – with plan to rectify

- The team is working on their initial proposal.
- The final details are being added to the learning paths.
- The next meeting is scheduled for December 10, 2021.



## 21.206 - Implement On-Boarding for Frontline Staff (Phase II)

In Implementation

- This team is ready to move forward. Their next meeting is scheduled for November 17, 2021. The plan is to review the updated proposal and discuss how recent and pending changes may affect the onboarding process.

## 21.207 – Transformation Training Academy

In Implementation

- The recommendation phase is complete. The Executive Team approved the final report. This is in implementation.

## 21.208 – The Corrections Way for Frontline Staff

On track

- As of October 31, 2021, 2,311 frontline line staff have been trained.
- WERDCC and FCC training are complete.
- Training dates confirmed for: SCCC, CCC, MECC, and OCC.

## 21.210- Expand COI and Cook Recruitment Efforts

On-track

- The recruitment team received approximately 396 COI applications in October, a 23% decrease from the previous month.
- There were 134 new hires from the 297 candidates interviewed.
- Recruiters plan to attend several upcoming job fairs in November. Hiring events are scheduled for: High Schools, Career Center walk in, Rock Bridge COMO presentation, MWSU Criminal Justice Career Fair, among others.

## 21.211 - Financial Training for Staff with Purchasing Authority

Not started

- Pending Executive Team evaluation.

## 21.212 - Crossroads Training Academy

Not started

## 21.213 - Succession Development Strategy (Leadership Development Rule)

On track

- Supervisors are expected to complete a minimum of one (1) hour per week toward professional development (52 hours per year). The department should strive for 50% (26 hours of training) by December 31, 2021.



## 21.405 – Promote and Enrich Employee Wellness Program

On track

- The team has completed the development of the needs survey and is working on a date to launch. The survey is to gauge:
  - How staff are utilizing the services created by the program to date;
  - What services staff would like to add or remove for more impact; and
  - How to increase staff awareness to the resources that are available.
- Next two (2) overall goals:
  - Increase accessibility and promote utilization - The overall goal is to get our staff from a place of awareness to familiarity and utilization for improved individual and organization holistic wellness
  - Boost morale/camaraderie/support our staff – Varied efforts to create more supportive work environments for staff based on work site needs.
- See the Work-Well Newsletter for tips on how to improve/maintain staff wellness.

## 21.406 - Trauma Support for Staff

On track

- A planning committee has been formed and funding secured to implement a Post Critical Incident Seminar in spring 2022.
- PACT moved from DAI to DHS and policy updated.
- Trauma-Informed (T.I) components added to the PACT and T.I. Supervisor training curricula.
- Started work on female offenders specifics related to trauma.
- A new support resource for DOC staff affected by workplace trauma will be available in May 2022. Applications for the event will be taken from January-March 2022 and will be located on the Intranet home page
- Reposted vacancy for the new Trauma Specialist vacancy.

## 22.105 - Redevelop the Intranet

Off track - with plan to rectify

- The team continues meetings to finalize the information for inclusion on the intranet.

## 22.107 - Develop Equity, Diversity & Inclusion (EDI) Policy

Off track - with plan to rectify

- The university partner presented preliminary research results to the team. The team was reminded the data was collected during a pandemic, which may have affected the results. A follow-up survey is being discussed.



## 22.303 - Trauma Informed Culture

Off track – with plan to rectify

- The team is revising their recommendations following feedback from their meeting with the Executive Team.

## 31.113- Ashland University Expansion

Off track – with plan to rectify

- All Second Chance Pell providers had their funds limited this FY. Ashland has decided to not expand sites nor enroll new students to stay within budget. Therefore, for this fall and the spring term (late January) they will only enroll current students or re-admits.

## 31.114- Programming to Conform to Evidence Based Practice

In Implementation

- Team members have been identified.
- Implementation planning team not started per DAI.

## 31.115- Mental Health and Substance Use Treatment Standards

In implementation

- The team reviewed current programming at each facility to identify those that could be transitioned into a Behavioral Health Unit (BHU).
- The team is defining milestones and developing timelines.
- Next meeting scheduled for December 02, 2021.

## 31.203 - KCRC Transformation

In implementation

- The “soft opening” has been cancelled. No residents will be accepted prior to January 2022.
- The IAC position was reposted. In the meantime, an interim IAC has been identified to move forward with creating a programming schedule as classes are identified.
- They are currently interviewing for COI and Cook positions.
- The Major’s position has been filled and he is working on site.
- All remaining custody staff and cooks will return to TCKC on November 15, 2021.
- Site staff continue to clean and paint the housing units and common areas.
- TCSTL form are being modified for use at TCKC.
- Once all staff have returned to TCKC, they will be trained on the ETA system scheduled for custody staff and complete the transitioning of those positions.
- Representatives met with community providers to share the mission and vision for TCKC.
- The main sign has been replaced and an order is pending for the warning/search sign from MVE.



- A team is being identified to develop the resident handbook and other necessary documents.

### **31.209 - Program Model for Court Referred Short-Term Offenders.**

Off track – with plan to rectify

- The team has completed their recommendations and has submitted their final report for review.
- The final report is under review with the Division Director.

### **31.305 - Quality Control, Quality Assurance, Support for Correctional Programming**

Off track – with plan to rectify

- A draft of the Quality Assurance System for Offender Programming policy is complete. A revision is in progress.
- The team is working on the final report.

## **Initiatives from Previous Placemats - with Actions Pending**

### **11.105 - Administrative Segregation Programming**

- The manual DAI was asked to develop is in progress.
- The policy is finalized estimated to become effective January 2022.

### **11.110 - Offender Mail / 11.111 - Offender Censorship**

- The vendor has continued to make modifications to the system based on the team's feedback and testing. A demonstration should happen shortly.

### **11.207 - Identification & Tracking of Security Threat Groups**

- Implementation pending after review of training components.

### **11.211 - Offender Suicide Prevention**

- Standing committee members have been identified.
- The implementation team had their kick-off meeting on October 1, 2021.
- The team is discussing pilots.
- They want to follow-up with how other states are using the recommended suicide prevention assessment. They will use the feedback as a guide to develop a process for the department.

### **11.216 - P&P Safety, Security & Critical Incidents**

- DAI is reviewing.
- Meeting with John Moseley and Vevia Sturm to discuss next steps.





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## **21.105 - CO I High School Apprenticeship**

- This will be turned over to the Recruitment Unit once the Recruitment Director position is filled.
- The recruitment unit will move this forward with assistance from the Training Academy.

## **31.110 - Difficult Discharge**

- No update. This was last noted with the Procedure and Forms Management Unit (PAFMU)

## **31.207 - Community Peer Specialist**

- Recommendation phase is complete.
- Final report presented to the Executive Team on October 25, 2021.
- Meeting scheduled for November 22, 2021 with Nebraska DOC to discuss how they utilize peer specialists.
- Implementation Kick-off meeting is scheduled for December 14, 2021.
- Preparation for pilots at three (3) facilities is in progress.

# Strategic Initiative Dashboard

FY2022 Initiatives

R = Recommendation Phase

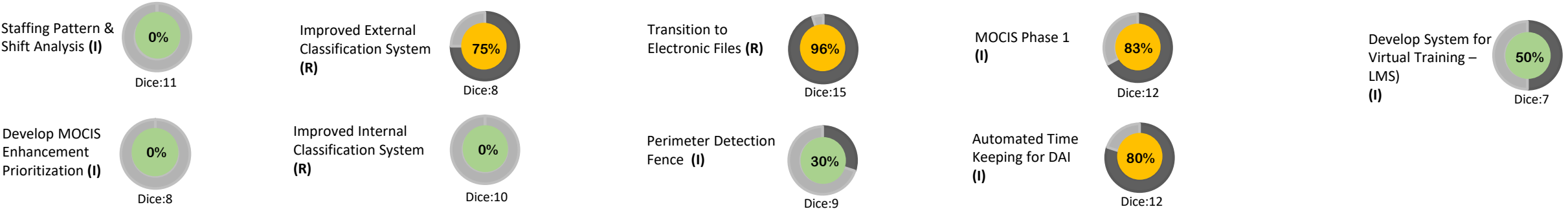
I = Implementation Phase

Values in circles indicate % of milestone complete

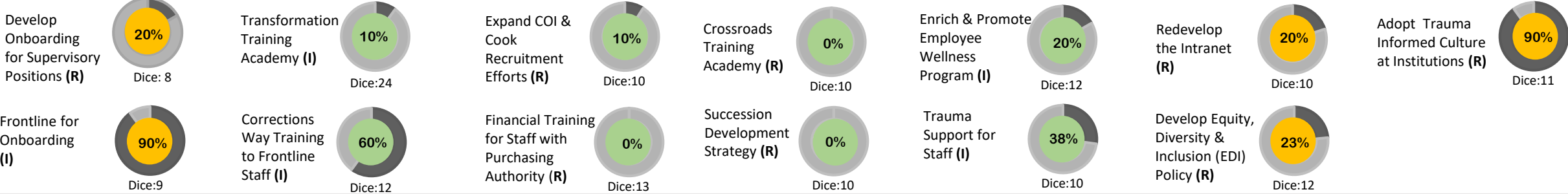
On-Track  
Off Track with plan  
Off Track – with no plan



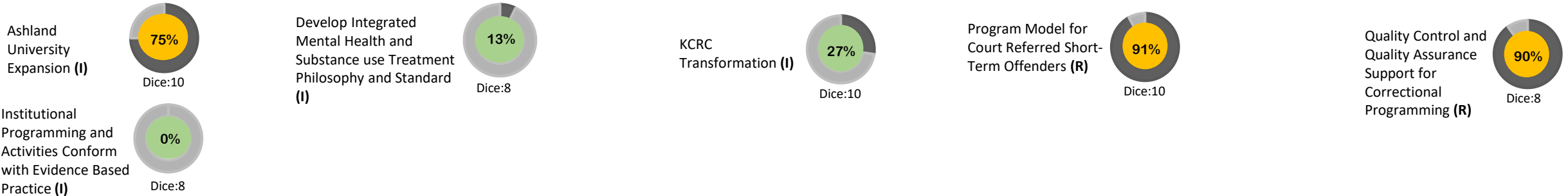
## Safer Work Environment



## Improving Workforce



## Reducing Risk & Recidivism



Dice scores last calculated June 2021    \*\*Scores are defined as follows:   - 7 to 13 win zone (Highly likely to succeed)   - 14 to 17 worry zone (Risky, needs immediate attention to weaken risk)   - 18+ woe zone (highly likely to fail, need decisive action to salvage)